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August 2, 2013

**VIA ELECTRONIC MAIL ONLY**

Bruce Barsook  
[bbarsook@lcwlegal.com](mailto:bbarsook@lcwlegal.com)

Kristy Schmidt  
[KSchmidt@SantaBarbaraCA.gov](mailto:KSchmidt@SantaBarbaraCA.gov)

Re: Santa Barbara Police Officers Association and City of Santa Barbara

Dear Mr. Barsook and Ms. Schmidt:

It is with great disappointment that the Santa Barbara Police Officers Association acknowledges your declaration of impasse in the current meet and confer process. The Association members cannot understand why the city has not seen fit to acknowledge their wage and benefit concessions over the past few years in response to the claimed needs of the city, but instead, has made a final offer that represents a loss of pay for most of them.

The city's position is hard to accept, especially when the Association has indicated its willingness to make further concessions. For example, years ago the city agreed to use proposed salary increases to pay the employees' retirement contribution. Now, you want to stop paying our members' retirement contribution. Even though you are paying it with money that would have been our members' salary, you will not acknowledge our entitlement to that salary.

Despite your position, the Association has said that it would agree to do away with the employer paid member contribution. Such action would result in a smaller retirement benefit for Association members (a future savings for the city in actuarial terms) and a smaller employer contribution for the city (immediate savings for the taxpayer in any terms).

To its credit, the city has not claimed financial hardship or inability to pay during these negotiations. It is easy to see why. Not only has the economy improved generally, all of the city's revenue sources are meeting or exceeding expectations. You are in great financial shape now and have been over the years in comparison to many jurisdictions with like demographics. During those years,

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the Association has agreed to forgo cashing out certain earned time, to paying part of the employer contribution to retirement, and to other financial concessions that were requested.

Now, when there is no financial impetus, the Association is still willing to continue to make structural changes that are currently popular with those more interested in political mileage than the needs of employees in the most dangerous profession. Rather than work to make those changes, the city has asked the Association to take a pay cut. We don't want to do that.

Please do whatever is necessary to initiate the impasse resolution procedure. In the past, we have used someone from the State Conciliation and Mediation Service. That would be acceptable to the Association.

Very truly yours,

A handwritten signature in black ink, appearing to read "Charles Goldwasser", written over a horizontal line.

Charles Goldwasser

cc: Eric Beecher